

# BFF COU BENEFIT SUMMARY SHEET

For Employees Hired On or After January 1, 2007

## FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**  
\$350.00/month towards medical plan  
plus additional medical premium if eligible
- **DENTAL INSURANCE**  
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents
- **VISION PLAN**  
Voluntary plan through VSP
- **PROFESSIONAL DEVELOPMENT**  
\$500.00/year
- **LIFE INSURANCE**  
\$50,000 policy paid by employer
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**  
Non work-related accident up to \$52,000  
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**  
70% after 14 day waiting period up to \$1,500/week  
60% after 180 day waiting period up to \$8,000/month
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986

## RETIREMENT BENEFITS

- **RETIREMENT – PERS 3% @ 55**  
City pays 9% of employee contribution
- **401A**  
Mandatory \$30.00/month employee contribution
- **POST EMPLOYMENT HEALTH PLAN (PEHP)**  
\$30.00/month employer contribution and value of 100% of vacation and 50% of sick leave at time of separation

## VACATION AND HOLIDAYS

- **VACATION (40 Hour Employees)**  
Less than 8 years of service.....2 weeks/year  
8-16 years of service.....3 weeks/year  
17+ years of service.....4 weeks/year
- **VACATION (56 Hour Employees)**  
Less than 8 years of service.....six (6) 24 hour shifts  
8-16 years of service.....nine (9) 24 hour shifts  
17+ years of service.....twelve (12) 24 hour shifts
- **HOLIDAYS (40 Hour Employees)**  
10 days fixed plus 20 hours floating/year\*

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE**  
8 hours/month for 40 hour employees  
12 hours/month for 56 hour employees
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** Unlimited
- **MILITARY LEAVE**  
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **MATERNITY LEAVE**  
16 weeks unpaid leave  
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**  
12 weeks unpaid leave in a 12 month period  
(must supplement with paid leave if available)

## MISCELLANEOUS

- **UNIFORM ALLOWANCE**  
\$600.00/year; Safety equipment provided
- **BILINGUAL BONUS**  
\$100.00/month
- **MERIT PAY**  
Bonus of up to 5% of base salary/year
- **TUITION REIMBURSEMENT**  
75% up to \$1,500/fiscal year per terms in MOU
- **EDUCATIONAL INCENTIVE PAY**  
30 College units or CFO/CFPO.....\$60.00/month  
60 College units or AA/AS.....\$115.00/month  
BA/BS.....\$200.00/month  
MA/MS.....\$300.00/month

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.